

Performance Management

Measurement is key for ensuring results are achieved, performance is well managed, and people at all levels are held accountable. Organizations need a system for creating balanced measures and ensuring the appropriate focus is placed on what is important.

Through many years of designing performance metrics, The Center for Organizational Excellence, Inc. (COE) has developed an approach to performance management that will ensure a systematic and thorough analysis of all critical aspects of an organization's environment and the development of an aligned strategic and operational performance measurement system.

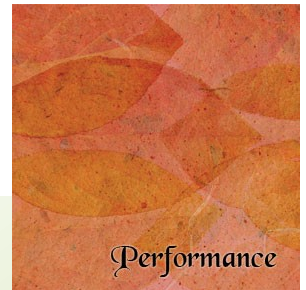
What is Performance Management?

An effective performance management system defines, manages, and reports on performance at the organizational and employee levels.

It forms the basis of an accountability framework at all levels of the company, and it provides a clear and compelling demonstration of results.

What can COE Offer?

- Designing performance management systems that are effective at the individual and organizational level
- Creating performance elements and templates
- Guiding and training managers and employees in managing performance and writing smart objectives
- Reporting out to OPM based on HCAFF and PAAT
- Implementing automated performance management systems such as GoalOwner[®], developed by COE



What are the Benefits?

- Organizations develop a set of performance metrics and a performance measurement system that support the organization's ongoing assessment, improvement, and delivery of its products or services
- Align management/measurement systems with the organization's mission, business, and customer requirements
- Linking individual performance to organizational outcomes so that organizations can effectively hold their employees accountable and make accurate decisions on performance, development, pay, rewards, and more

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